

**Labor Subcommittee Workshop to discuss draft Labor Bill**

**March 10-11, 2003**

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**Sigma One Corporation**

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**March 2003**

**Sigma One Corporation**

## PREAMBLE

In 1996, the government in its efforts to reform the labour laws of the country to conform to modern labour trends and to ensure global competitiveness called a forum with its social partners and presented them with proposals for the drafting of a new labour bill. The forum was, however, aborted because the social partners, in a rare display of solidarity, said they had not been consulted earlier and therefore had nothing to contribute. One other reason why the partners refused to participate was the language and subject areas covered in the draft.

As a lesson from this aborted forum, a Tripartite Committee on Labour was set up to look into the labour laws to find out which laws and practices needed to be changed to conform to:

- a. Modern labour trends.
- b. The Constitution (1992) of Ghana
- c. International Conventions and Standards on Labour
- d. To eliminate contradictions and repetitions.

The work of the committee culminated in a five-day National Labour Forum in May 1999.

The forum, unlike the abortive one of October 1996, involved all social partners discussing issues relating to the laws that govern labour in the country. It aimed at **providing a broad framework for the drafting of a new labour legislation that would promote the flexibility of the Ghanaian labour market**, keeping in view the 1992 constitution, international labour conventions and best practices in the international community.

The expected outcome was a Bill that would lay the foundation for a user friendly labour code, better labour management relations, better salaries and wages and would also enhance Ghana's competitiveness in the global market place.

There have been several meetings and workshops since then, all aimed at better understanding and fine-tuning of the Bill to meet its set objectives.

## **THE WORKSHOP**

The workshop for the parliamentary select committee held on March 10 and 11, 2003 was part of the consensus building, fine-tuning and support winning process. It aimed specifically to:

1. Equip the Select Committee so that they would be able to present, discuss and defend the Bill in parliament.
2. Inform and educate the Select Committee on specific areas of the draft that they had indicated.
3. To discuss any other issues pertaining to the Bill that would ensure better understanding of the Bill

It was organised by the Ministry of Manpower Employment & Development (MMDE) and Sponsored by Sigma One Corporation.

## **PARTICIPANTS**

Parliamentary Select Committee on Employment, Social Welfare and State Enterprises.

## **SCOPE**

The workshop was organised specifically to discuss those areas that the committee had indicated difficulties with, and any other related issues that may come up during discussions. These were:

### **PART III**

#### **PROTECTION OF EMPLOYMENT**

- What Constitutes “Rights” & “Duties” of Employers
- “Rights of Workers” etc in the ILO Conventions
- What is Contract of Employment
- Under what conditions can such contracts be revoked?”

### **PART X**

#### **SPECIAL PROVISIONS RELATING TO TEMPORARY & CASUAL WORKERS.**

- Definition of terms: “Temporary & Casual workers”

### **PART XII**

#### **COLLECTIVE AGREEMENTS**

- Collective Bargaining Agreement, what does it entail?

## **PART XVII**

### **UNFAIR LABOUR PRACTICES**

- What constitutes “Unfair Labour Practices” under the ILO Convention?

## **SUB PART II**

### **SETTLEMENT OF INDUSTRIAL DISPUTES**

- What are the Best Practices?
- Is there a difference between “arbitration & dispute settlement”?

## **PART XIX**

### **STRIKES**

- What is a legal Strike?
- Are there legal requirements for Picketing?
- What are these requirements?

## **PART XI**

### **TRADE UNIONS & EMPLOYER ORGANIZATIONS**

- Clarification of Clause 77 (2) of the Bill
- Is sub-clause © nebulous and likely to become a source of unnecessary dispute?
- Independence of Trade Unions and Employers organisations.
- Is clause 80 inimical to the independence of Trade Unions?
- Does it in anyway offend their fundamental right of freedom of thought?

## **PART XVIII**

### **NATIONAL LABOUR COMMISSION**

- How can the autonomy & independence of the Commission be insulated from Executive or Government control?
- Could any of the clauses in the Bill (clause 134-135) compromise the independence of the Commission?

## **OPENING**

Mr. Bapurroh, Ag. Chief Director, MMDE opened the workshop . In his opening remarks, Mr. Bapurroh said that, the workshop was aimed to give the Committee the opportunity to study the Bill, which is in its final state, especially those areas that members had indicated for further explanation, interpretation and discussion.

According to him, all tripartite members had made contributions right from the beginning to this stage. It was time for an independent body such as the Committee to discuss and come out with objective and dispassionate recommendations that can further enhance the Bill.

Speaking further on the importance of a good Bill he said Labour legislation provides a framework for employment relations and standards, and has a critical role in promoting industrial peace.

The role of labour laws is to provide the appropriate environment for work and for ordering employment relations as a whole.

He urged participants to ensure that the objective of the new Bill was not lost, that is, coming out with a legal framework that can stand the test of time and provide the basis for vigorous economic and social development.

## **REMARKS BY HON. BALADU MANU**

Hon. Balado Manu, the Chairman of the Select Committee, chaired the workshop In his remarks, he reiterated the importance of a modern and living Bill. He said, a good labour Bill would facilitate and promote industrial peace in the country, which is a prerequisite for industrial and social development. He said, for government to reach its development objectives of the year 2010, there is the need for labour productivity. However, to achieve any meaningful level of productivity there must first be industrial peace, which can be achieved by labour laws that are flexible, and can stand the test of time.

## **REMARKS BY HON. M.A. SEIDU**

Making his opening remarks, Hon. M.A. Seidu on his part said that, a number of criticisms had been raised about the delay in passing the labour bill, however, in his view, it is important to ensure that all stakeholders understand and identify with the Bill before it is passed. In this same vein, he would have preferred that the discussions were extended to the rural areas through MPs to their constituencies before even being debated in parliament. He said however that, he believed those who began the process had done all the necessary preparation. He urged his colleagues to discuss issues dispassionately and objectively.

# **OVERVIEW OF GHANA'S LABOUR LAWS: HOW GHANA HAS ARRIVED AT ITS CURRENT LABOUR LAWS**

BY OPANYIN OBENG-FOSU

Opanyin Obeng-Fosu began his presentation by tracing the historical background to the labour laws in Ghana. He noted that, the rise of Bustamente in the 1930's among the trade unions in West Indies and other factors led the British Colonial Office to regularize the position of trade unions throughout the colonial territories.

The Labour Department in Ghana was established on 1<sup>st</sup> April 1938 with its headquarters in Kumasi and Captain J.R.Dickenson as the first Head of Department. It was moved to Accra in May 1942.

## **1. The Ordinances**

The establishment of the Labour Department paved the way for the enactment of labour laws (the Ordinances) in the country.

These were:

- The Labour Ordinance 1941 (Cap 89)
- The Conspiracy and Protection of Property (The Disputes) Ordinance 1941 (Cap 90)
- The Trade Unions Ordinance 1941 (Cap 91)
- The Trade Disputes (Arbitration and Inquiry) Ordinance 1941 (Cap 93)
- The Workmen's Compensation Ordinance 1942 (Cap 94).

All the above Ordinances were revised in 1954. However, the Labour Ordinance 1941 (Cap 89) and the Workmen's Compensation Ordinance 1942 (Cap 94) were repealed by the Labour Decree, 1967 (NLCD 157) and the Workmen's Compensation Act, 1963 (Act 174), respectively. The Act also repealed and replaced the Workmen's Compensation Ordinance (Cap 94) and its other amendments, viz.

- i. The Workmen's Compensation (Amendment) Ordinance (No. 43)
- ii. The Workmen's Compensation (Amendment) Act, 1961 (Act 53)
- iii. Section 5 of the Law Reforms (Civil Wrongs) Act, 1959 (No. 12 of 1959).

He then tabled the labour laws that formed the basis of the proposed Bill. These are:

- The Trade Unions Ordinance, 1941 (Cap 91), as revised in 1954;
- The Conspiracy and Protection of Property (Trade Disputes) Ordinance, 1941 (Cap 90) as revised in 1954;
- The Trade Disputes (Arbitration and Inquiry) Ordinance, 1941 (Cap 93), as revised in 1954;
- The Industrial Relations Act, 1965 (Act 299);
- The Labour Decree, 1967 (NLCD 157);
- The Labour Regulations, 1969 (L.I. 632)
- The Workmen's Compensation Law, 1987 (PNDCL 187)

- The Factories, Offices and Shops Act 1970 (Act 328) Amended by PNDC Law 26).
- The Daily rated Workers (Minimum remuneration) Instrument, 1966 E.I (34)
- The Public Services (Negotiating Committees) Law, 1992 (PNDCL 309).

The resource person explained that the Workmen's Compensation law was not included in the current Bill because of ongoing discussions with SSNIT to come out with the correct forms of social protection for the country.

The Factories, Offices and Shops Act was also not included.

However, some 'Novelties' had been introduced and these include:

- 1. Fee-Charging Employment Agencies**
- 2. Rights & Duties of Workers & Employers**
- 3. Temporary & Casual Workers**
- 4. Establishment of National Tripartite Committee**
- 5. Establishment & Functions of a Labour Commission**
- 6. Illegal Strikes & Lockouts**



## **WORKING SESSION/DISCUSSION**

### **PART III                      PROTECTION OF EMPLOYMENT**

The Rights and Duties of Workers and Employers and Contract of Employment were discussed with reference to ILO Convention 87 (C87) concerning Freedom of Association and Protection of the Right to Organise – 1948. C98 concerning the Application of the Principles of the Right to Organise and Bargain Collectively – 1949. C64 concerning the Regulation of Written Contracts of Employment of Indigenous Workers – 1939, all of which, have been ratified by Ghana, and Article 21 & 24 of the Ghanaian Constitution 1992.

Article 2 of C87 states that “ Workers and Employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation”.

Further, Article 3.2 states “ The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise or thereof”.

Therefore, none of the parties, have the right to restrict or prevent the other from enjoying his rights, neither does the government.

Participants recommended that Clause 8 (a) (Draft Bill) should be amended to read:

The employer has a right to:

- a. Employ a worker,
- b. Discipline, transfer, promote and terminate the employment of the worker;

Contract of Employment C 64.

The resource person listed some of the elements of a Contract of Employment as follows:

1. Period of employment
2. Job level and title
3. Conditions of work
4. Remuneration
5. Annual leave
6. Grievance Procedure
7. Notice of termination etc

He gave some examples of Types of Contract:

- a. Contract at will
- b. Written Contract
- c. Monthly Contract
- d. Permanent/Annual Contract.

Particular reference was made to Articles 11& 12.

- Art.11 - A contract shall be terminated –  
(a) by the expiry of the term for which it was made; or  
(b) by the death of the worker before the expiry of the term for which it was made.  
2. The termination of a contract by the death of a worker shall be without prejudice to the legal claims of his heirs or dependants.
- Art.12. If the employer is unable to fulfill the contract or if owing to the sickness or accident the worker is unable to fulfill the contract, the contract shall be subject to termination under conditions to be prescribed by the regulations, which shall include provisions safeguarding in such cases the right of the worker to any wages earned, any deferred pay due to him, any compensation due to him in respect of accident or disease, and his right to repatriation.  
  
2. A contract shall be subject to termination by agreement between the parties under conditions to be prescribed by the regulations, which shall include provisions; {see appendix for the full Convention (C64).

## **PART X SPECIAL PROVISIONS RELATING TO TEMPORARY & CASUAL WORKERS**

The resource persons explained that the terms Casual & Temporary workers do not apply to:

- a. Piece Workers
- b. Part-time Workers
- c. Share Croppers
- d. Apprentices
- e. Sea-going personnel in the fishing industry who are wage earners
- f. Any person who works less than an average of twenty-four hours a week.

Definition of Terms:

- a. **Casual Worker** - “a worker engaged on a work, which is intermittent or irregular or required to attend work only when needed”.
- b. **Temporary Worker** - “a worker who is employed for a continuous period of not less than one month and is not a permanent worker or employed for a work that is seasonal in character by the same employer on a daily basis.”

He recommended that the provisions under the section on casual & temporary worker in the Bill should be replaced with the following:

**Casual Worker:**

1. A contract of employment of a casual worker engaged on a work is intermittent or irregular or required to attend work only when needed. His contract need not be in writing.
2. A casual worker shall:
  - be given equal pay for work of equal value for each day worked.
  - Have any necessary medical facility available at the workplace extended to that of a worker;
  - Be entitled to be paid for overtime work by his or her employer in accordance with section 35.

**Temporary Worker:**

1. A contract of a temporary worker who is employed for a continuous period of not less than one month and is not a permanent worker or employed by the same employer for work that is seasonal in character, on a daily basis for a continuous period of six months and more shall be treated under this Part as a permanent worker.
2. No worker employed under (1) above should be a casual worker, since the employment is not intermittent or irregular, neither is the worker required to attend work only when needed.
3. Without prejudice to the terms and conditions of employment mutually agreed by the parties, the provisions of this Act in respect of minimum wage, hours of work, rest period, paid public holidays, night work and sick leave are applicable to a contract of employment with a temporary worker.

**Remuneration of Temporary Workers**

- Section 74(1) Subject to this section, the minimum remuneration of a temporary worker shall be determined as follows:
- a. where a temporary worker is required to work on weekdays only, the minimum monthly remuneration is the amount represented by the worker's daily wage multiplied by twenty-seven;
  - b. where a temporary worker is required to work every day in the week, the minimum monthly remuneration is the amount represented by three hundred and sixty-five times his daily wage divided by twelve;
  2. a temporary worker referred to in subsection(1)(a) is not entitled to 1/27 of his minimum monthly remuneration as specified in that paragraph for each day the worker is absent from work during the month;
  3. a temporary worker referred to in subsection(1)(b) is not entitled to a twenty-eighth, thirtieth or thirty-first part of his minimum remuneration as specified in that paragraph for each day the worker is absent from worker during the month, depending on whether the month consists of twenty-eight, twenty-nine, thirty or thirty-one days;
  4. an employer shall pay a temporary worker the full minimum remuneration for each day on which the worker attends work, whether

or not wet weather prevents the worker from carrying on his or her normal work and whether, it is possible or not, to arrange alternative work for the worker on such a day;

5. a temporary worker is entitled to be paid for overtime work by his employer in accordance with Section 35.

### **Payment of Remuneration for Public Holidays**

#### **Section 75**

- (1) Every employer shall pay each temporary worker in respect of every public holiday the full remuneration which would have been payable to the temporary worker for a full day's work if that day had not been a public holiday.
- (2) Where a temporary worker attends and performs work for a full day, or more on a public holiday, the employer shall pay the worker in addition, the remuneration which would have been payable to the temporary worker for the work if that day had not been a public holiday.
- (3) Where a temporary worker attends and performs work for part only of a public holiday, the employer shall pay the worker in addition to the remuneration provided under subsection (1), the proportion of the remuneration for a full day's work on that day if that day had not been a public holiday, represented by the number of hours for which the temporary worker has performed work.
- (4) Any payment required to be made under subsection (1), (2) or (3) in respect of a public holiday shall be made after the public holiday in the same manner as the worker is normally paid.
- (5) When an employer fails to comply with subsection (1), (2), (3) or (4), the temporary worker aggrieved by the non-compliance of the employer may present a written complaint to the Commission for determination and the parties shall abide by the decision of the commission.
- (6) The Commission may order the employer to pay, such sum as appears to the Commission to be due to the temporary worker on account of any remuneration payable to him under this section, and may in that order specify the time within which the payment shall be made.

## **PART XII**

### **COLLECTIVE AGREEMENT**

C154 - 1981 concerning the Promotion of Collective Bargaining  
C98 concerning the Application of the principles of the  
Right to Organise and Bargain Collectively – 1949.

C151 – 1978, concerning Protection of the Right to Organize and  
Procedures for Determining Conditions of Employment in the  
Public Service.

What does collective bargaining entail?

According to the resource persons **Collective Bargaining entails the terms and conditions of work, from appointment to termination.** These include:

- a. The category/categories of workers to which it relates.
- b. The method of calculating the remuneration of workers.
- c. Hours of work, including rest and meal periods.
- d. Engagement and termination of employment of workers
- e. Period of probation and conditions for probation.
- f. The safety, health and welfare of workers.
- g. The dispute settlement/grievance procedure.

## **PART XVII UNFAIR LABOUR PRACTICES**

The following Conventions and Sections of the Constitution – 1992, were used to explain Unfair Labour Practices.

Convention 29 concerning Forced or Compulsory Labour. C64, C87, C98 and 151, i38 all cited earlier. They encompass the Fundamental Rights under ILO Conventions and include issues on discrimination, Forced Labour and the Conditions of Work.

C29 Art. 2 (11) defines Forced/Compulsory Labour as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily’. There are exclusions however.

Forced labour shall not include, Art. 2. 2

- (a) any work or service exacted in virtue of compulsory military service laws for work of a purely military character,
- (b) any work or service which forms part of the normal civic obligations of the citizens of a fully self-governing country
- (c) any work or service exacted from any person as a consequence of a conviction in a court of law, provided that the said work or service is carried out under the supervision and control of a public authority and that the said person is not hired to or placed at the disposal of private individuals, companies or association (see appendix for full convention).

Articles 16, 17, 21 and 24 of the constitution also talks about forced labour, discrimination, the right to work under satisfactory conditions.

## SUB-PART II

## SETTLEMENT OF INDUSTRIAL DISPUTES

Best Practices:

- Settlement of all industrial disputes must begin with negotiation where each party tries to persuade the other.
- Compromise; when the parties involved are not able to do so, then there is a call for
- Mediation
- Conciliation - when this fails there is
- Arbitration

Therefore Arbitration is the last stage in the laid down dispute settlement procedure.

## PART XIX

## STRIKES

Strikes and Lockouts are the only industrial relations acts that the ILO does not have Conventions on, although they are referred to several times in ILO writings and ILO Committee of Experts Reports.

**Legal Strike or Lockout:** A strike is said to be legal only when workers have gone through all the grievance procedure without resolving the issues, and the Minister who is mandated to appoint an arbitrator within four (4) weeks of being notified, fails to do so. Any strike or lockout after this period is said to be legal.

### **Sympathy Strikes:**

ILO Committee of Experts Reports – 1994 Pg. 74 no. 168, states: “While pointing out that a number of distinctions need to be drawn here (such as an exact definition of the concept of a sympathy strike; a relationship justifying recourse to this type of strike, etc.), the Committee considers that a general prohibition on sympathy strikes could lead to abuse and that workers should be able to take such action, **provided the initial strike they are supporting is itself lawful**”.

### **Restrictions Relating to Essential Services**

**Ref:** CER 1994 no. 159 starting from line 12 to 17.

‘As an exception to the general principle of the right to strike, the essential services in which this principle may be entirely or partly waived should be defined, restrictively: the Committee therefore considers that essential services are only those the interruption of which would endanger the life, personal safety or health of the whole or part of the population’.

The committee states further that (CER – 1994 . No. 179 Pg. 77),

*The right to strike is an intrinsic corollary of the right of association protected by Cc 87. This right is not, however, absolute and may be restricted in exceptional circumstances or even prohibited for certain categories of workers, in particular public servants or for essential services in the strict sense of the term, on condition that compensatory guarantees are provided for. a negotiated minimum service might be established in other services which are of public utility where a total prohibition of strike action cannot be justified. Provisions which, for instance, require the parties to exhaust mediation or conciliation procedures or workers' organisations to observe certain procedural rules before launching a strike are admissible, provided that they do not make the exercise of the right to strike impossible or very difficult in practice, which would result in a very wide restriction of this right in fact. Since the maintaining of the employment relationship is a normal consequence of recognition of the right to strike, its exercise should not result in workers being dismissed or discriminated against.*

Participants drew the attention of the Legal Officer from the MMDE to the inconsistency in Clauses 151,152 and 166 of the draft Bill and asked her to seek clarification from the Attorney General's Department.

**Picketing:** According to the resource persons, picketing comes about when members of a strike action persuade others who had abstained from the strike action to support them.

The ILO Committee of Experts report states that picketing should be done twenty (20) meters away from the premises of the employer.

It is unlawful to destroy property during strike actions and to put on red bands during negotiations, as such acts tend to intimidate the other party. They also tend to shift the focus of negotiations and therefore delay the dispute settlement process.

## **PART XI      INDEPENDENCE OF TRADE UNIONS & EMPLOYERS ORGANISATIONS**

The resource persons leading the discussion said that, it is very essential for Trade Unions and Employer organisations to have their freedom to carry out their activities. As long as they are done according to the laws that govern union activities as provided for by the labour laws, conventions, constitution and the particular organisation.

Participants were of the view that Clause 80 of the draft Bill may offend the fundamental right of freedom of thought. The clause states:

“ A trade union or employers’ organisation shall not, by political ideology, be affiliated or directly connected with, any political party”.

Some participants drew examples from modern trends in Trade Unionism where unions have directly identified with certain political ideologies and yet been able to perform their activities successfully.

The resource persons and other participants cited the example of the 2nd Republic when the TUC was dissolved as a result of having clearly identified with particular ideologies and political affiliations. According to them, it becomes difficult for the trade unions themselves to represent their members successfully if they are seen to identify with a particular political party (this will be a disservice to the members). Again the TUC has in its constitution and provision stated that it will not align itself to, or directly get involve with any political party.

CER – 1994 No. 132

As regards the political activities of the trade union movement, the Committee recalls that the 1952 resolution of the International Labour Conference concerning the independence of the trade union movement remains as valid as it then was: when trade unions, in accordance with the law and practice of their respective countries and following a decision of their members, decide to establish relations with a political party or to undertake constitutional political action as a means towards the advancement of the economic and social objectives, **such political relations or actions should not be of such a nature as to compromise the continuance of the trade union movement of its social and economic functions irrespective of political changes in the country.** Furthermore, in order to guarantee the independence of the trade movement, governments should not attempt to transform trade unions into an instrument for the pursuance of political aims or interfere with the normal functions of a union under the pretext of its freely established relationship with a political party.

\* It was agreed that to reach a decision that will be fair to all parties, clause 80 will be discussed further (after the workshop) with the 1992 Constitution as a reference point.

Making reference to ILO Conventions 87 & 98 participants said that Clause 77(2) and sub-clause © of the draft Bill might become a source of unnecessary disputes. The Clause states:

77 (1) “ Every worker has the right to form or join a trade union of his choice for the promotion and protection of the worker’s economic and social interests.



- (2) Notwithstanding subsection (1), workers employed in positions considered as policy making
  - (a) whose functions are
    - (i) normally considered as decision making; or
    - (ii) managerial;
  - (b) who hold positions of trust;
  - \* (c) whose duties are of a highly confidential nature; or
  - (d) who by the nature of their work act as agents of the Shareholders of an undertaking, may not form or join a trade union.

The resource persons explained that, this is a necessary clause because, certain persons who by nature of their job have access to confidential information may unknowingly give information to union if they join the rank and file. Also Management will be doing the organisation, shareholders and themselves a disservice if they join the rank and file because they will end up having to negotiate with themselves. ILO Committee of Experts Reports, which go further to say that such category of workers may form a separate union from the rank and file if they so desire, has given these provisions credence.

## **PART XVIII                      NATIONAL LABOUR COMMISSION**

### **Composition of the Commission**

Clause 134. (1) The Commission shall consist of the following persons:

- (a) a chairperson who shall be nominated by the employers' organisation and organised labour except that there is failure to nominate a chairperson as provided, the President shall appoint the chairperson in consultation with the employers' organisation and organised labour;
  - (b) six representatives two each nominated by the government, employers' organisation and organised labour.
- (2) The chairperson and the other members of the Commission shall be appointed by the President acting in consultation with the Council of State.

Participants expressed concern about the autonomy and independence of the Commission considering the powers given to the President to appoint, and asked that a time frame should be provided within which organised labour and Employers' organisation have to nominate a chairperson after which the President can appoint the Chairperson.

The participants also recommended the word representatives in sub-clause (b) it should be replaced with **members** to ensure commitment by those who will be appointed.

It was further recommended that instead of two members each, the number should be increased to **three members each** to give a fair representation by organised labour, employers' organisation and government.

### **Tenure of Office**

Clause 141. (10) The members of the Commission shall hold office for a period of four years and are eligible for re-appointment after the expiration of their tenure of office.

### **Recommendation:**

The term of office for the members of the Commission should be **full time for the chairman, his assistant and two other executives whilst the other six members could be part-time**. For this reason, the tenure of office for the **part-time members should be two years** and not four years to be re-elected or appointed dependent on satisfactory performance.

\* The Commission should be given the authority (legal mandate) to enforce its decisions. Should be given powers equal to those of the High Court of Ghana.

### **CLOSING**

The Chairman of the Select Committee thanked the Resource Persons, Organisers (MMDE) and Sigma One Corporation (Sponsors), for giving them the opportunity to learn more about the draft Bill. He promised on behalf of the Committee that they would articulate the views expressed, and all provisions of the Bill at the floor of parliament, Cabinet and to any other interested party, that they have to work with, to ensure that the Bill is passed.

# LIST OF PARTICIPANTS

## PARLIAMENTARIANS

1. MR. BALADO MANU
2. MR. NORTEY VICTOR  
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3. MR. FRIMPONG KWAMENA  
OWUSU
4. MR.NKRUMAH-GYMAH  
SAMUEL
5. MR. TEYE EMMANUEL
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35. MR. EBEN ASEDU NYARKO
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19. MR. ABREFA TAWIAH
20. MR. AMOAKO ATTA
21. MR. PIUS ACOLATSE
22. MR. FREDRICK NEILS HESSE
23. MS. SYLVIA AIDOO
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